

FOLIO

THE UNIVERSITY OF ALBERTA STAFF BULLETIN

EDMONTON 7, ALBERTA

APRIL 1, 1971

Salary negotiations

A special meeting of General Faculties Council was held on Wednesday, March 24, to discuss the resolutions concerning the power of the General Faculties Council to make recommendations to the Board of Governors with respect to salaries. The documents printed below were distributed with the agenda at the meeting.

INTRODUCTORY STATEMENT OF MAX WYMAN, PRESIDENT

This is a special meeting of General Faculties Council called to discuss two resolutions concerning the power of the General Faculties Council to make recommendations to the Board of Governors with respect to academic salaries. These resolutions are before you.

The first resolution is from the Board of Governors and asks General Faculties Council to make recommendations to the Board on procedures for determining salaries of the academic staff for 1971-72.

The second resolution in four parts is from the Association of the Academic Staff of The University of Alberta and asks General Faculties Council to make certain recommendations to the Board with respect to such procedures for determining salaries.

Since this is a special meeting of General Faculties Council called to discuss an issue of major importance to the University, it is my intention first to seek your agreement on the procedures to be followed today, and then to outline for you certain factual matters which will set the framework in which the debate must take place.

First is the matter of procedures.

On each of the resolutions presented to General Faculties Council, it is proposed that the Chair recognize no speaker for the second time until every member of General Faculties Council who wishes to speak has been recognized for the first time. Visitors in the gallery who have been given permission to speak will be governed by the regular rules of General Faculties Council. Such visitors will be allowed to speak once to each resolution, but will not be allowed to participate in the debate. They may, however, answer questions directed

to them by members of General Faculties Council.

It is also proposed that, at about five o'clock, the Chair be allowed to interrupt the debate and ask for specific instructions concerning the time at which the debate must end and final votes be taken on any or all of the motions which remain, at that time, for decision.

I ask now if there is any objection taken by any member of General Faculties Council to these procedures?

If these procedures are satisfactory, it is now my intention to give General Faculties Council certain factual material which will provide the framework which the debate today must have.

In my capacity as President, it would be false for me to pretend that I have not given serious thought to the question of salary disputes and their resolution. Nevertheless, today I must act in another capacity—as Chairman of General Faculties Council—and it is mandatory that the Chair act in an impartial manner. Therefore, nothing in the material which I will present to you should be interpreted as an attempt to influence the decision General Faculties Council must make. I have chosen this material to provide a frame within which the resolutions before you can be debated. This frame consists of a reminder of the powers possessed by General Faculties Council, and a summary of the situation of the University in which these powers must be exercised. It is important, however, for General Faculties Council to realize that it is not being asked to judge, and should make no attempt to judge, the merits of the positions taken by the Board and the AASUA with respect to the salary discussions that have already taken place this year. Such material is provided today for the sole purpose of illustrating to General Faculties Council the type of decisions it may be called on to make, now or in the future.

Powers of General Faculties Council

I propose to deal first with the power of General Faculties Council in respect of academic salaries. This power is contained in Section 34(1)(o) of The Universities

Act, which reads:

“... the general faculties council is empowered to ... make recommendations to the board with respect to ... procedures in respect of ... salaries. ...”

This power has generally not been exercised by General Faculties Council, and, in practice, salary decisions are governed by a statement in the *Faculty Handbook*, Section 111.1, which reads:

“At present salary schedules and the schedule of normal merit increments are determined from time to time by the Board as a result of discussion with representatives of the Staff Association.”

However, since Section 34(1)(o) of The Universities Act charges General Faculties Council with the responsibility of making recommendations to the Board with respect to procedures in respect of salaries, there can be no question of the competence of General Faculties Council to deal with the substantive portions contained in the resolutions placed before you today. The substantive portions of these resolutions are the request by the Association of the Academic Staff for recommendations by General Faculties Council of mediation and arbitration procedures, and the request by the Board of Governors for a recommendation concerning procedures.

The position of the Board of Governors is that it will maintain the present policy until it has received and considered a recommendation concerning policy in this area from General Faculties Council.

Financial situation

Let me ask you to turn your attention now to the financial picture of the University as projected for 1971-72. A summary of this financial picture was distributed with the agenda for this meeting. I have distributed this because salary discussions involve money, and money discussions involve the budgetary process of the University.

For the first time during the recent history of the University, the government grant is being given on a fixed dollar basis, and is not determined by an actual count of full-time enrolment. It is, therefore, possible to estimate fairly accurately the revenues of the University for 1971-72. It is also possible to predict the effects of the approaching ceiling on enrolment.

During the 1960's, the budgetary policy of

the University was to involve the decision-making process only on an incremental basis. Since all departments were expanding, every department was assured of receiving the same amount of money or more than it received during the preceding year. Positions which were unfilled, or became open due to resignation, retirement or death, were not removed from the department budget. In fact, departments were given the authority to make appointments at the same rank, and salary level, as long as the positions were unfilled, or filled on a temporary basis, in the budget of the current year. During those years, the rapid increase in enrolments all over this continent and the obvious need for competitive salaries made university budgets grow on the average by about 25 per cent per year, and in some years 30 per cent increases were obtained. The large amount of money available in the incremental part of the budget made it relatively easy to make the decision on the number of positions to be opened and the amount of salary increases to be given. Those years are now over, and the experience of the 70's will differ considerably from the position of the 60's.

The present policy of considering only the incremental part of the budget has partially broken down this year, and will almost certainly completely break down in the immediate future. Whether or not General Faculties Council accepts or rejects the proposal to be debated today, the overall budget policy of this University will have to be changed.

Short term policies can certainly be envisaged. If waste exists in the expenditures of the University, it must be eliminated. But long term policies also must be reviewed.

For example, there is serious question as to whether the General Faculties Council policy of giving the library 8 per cent of the total budget can be maintained, and so the library policy must be reviewed. But it might also be asked whether the University can afford to provide an additional \$300,000 for the Computing Centre, which came from the National Research Council in other years and which NRC has now phased out. It might also be asked whether we should reduce graduate student support or phase out some of our existing programs, as are some universities in eastern Canada which are actually dissolving faculties and schools.

I ask the University community to believe that such policies are not obvious nor will they be easy to make. However, short term policies normally can be implemented only once, and then, at best, they will postpone the day when the University will have to face the central issue which has evolved.

This central issue is clearly stated in the statement to the Board of the AASUA's final position in a letter dated February 22, 1971, from Dr. R. D. Bercov. This letter also was distributed with the agenda for this meeting.

Almost 80 per cent of the current revenues are expended in salaries for services, academic staff, non-academic staff and graduate teaching assistants; and sooner or later the University must have an accepted procedure for deciding between justifiable salary increases and justifiable increases in work load during times when both cannot be given.

The President has said that this is not a simple administrative decision that can be made without the widest consultation among the members of the University community; and there is no body other than General Faculties Council to whom the University can turn for a recommendation on how such an important decision should be made.

In summary, General Faculties Council must accept the following facts. First, the University has no powers of taxation, and an outside agency sets the major portion of the revenues of the University. Second, The Universities Act prohibits a university from budgeting expenditures which cannot be covered from current sources of revenue, and other available funds. Third, a decision by any group to commit funds to one part of the budget, automatically reduces the amount available for decision-making in the other parts of the budget.

Since this is a special meeting of General Faculties Council, debate must be limited to the request from the Board of Governors and the particular proposal placed before you by the AASUA. You are not here to discuss nor judge the merits of the disagreement which has led to this meeting: you are here to discuss

a proposal for an alternative procedure for the decision-making process which is involved.

Unfortunately, members of General Faculties Council face the same dilemma as is faced by the Chairman. Almost every member of General Faculties Council is also a member of the AASUA. Today you are charged with the responsibility of playing only one role—the role of membership in General Faculties Council. You must listen and participate in the debate, and then vote as you see fit as a member of General Faculties Council.

ASSOCIATION OF THE ACADEMIC STAFF OF THE UNIVERSITY OF ALBERTA RESOLUTION TO GENERAL FACULTIES COUNCIL RESPECTING SALARY PROCEDURES

1. That in all matters relating to the economic welfare of the academic staff, the Association of the Academic Staff of The University of Alberta (AASUA) be recognized as the representatives of academic staff, and that the AASUA enter into annual discussions with the Board of Governors with respect to salaries, pension plans, fringe benefits, allowances, and related matters.

2. That such discussions be conducted between the representatives of the Board of Governors and the Association as equal partners for the purpose of developing a collective agreement.

3. That in the event that such discussions fail to resolve differences, the Board and the Association apply for the appointment of a mediator in an attempt to resolve the differences.

4. That in the event that mediation fails to bring about a resolution of differences the two parties submit their differences to compulsory arbitration, such arbitration to be "final position" arbitration in which the arbitration board selects the final position of one of the parties as the most satisfactory.

This resolution was adopted at a meeting of the AASUA Council on Wednesday, March 3. The meeting agreed to recommend it to General Faculties Council as containing a series of procedures by which matters concerning the economic welfare of the academic staff could be discussed and resolved.

The resolution is based on the following points:

1. At present The Universities Act in Section 34(1)(o) provides that General Faculties Council is empowered to recommend "procedures in respect of . . . salaries."

2. In 1966 a resolution of GFC stated that "in respect of salaries, pensions and the like, the Board continue to deal with the Staff Association." The resolution did not provide procedures to follow in the event of

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William Samis, *Editor*

Advisory Committee: E. D. Hodgson (*Acting Associate Dean of Graduate Studies*), J. W. Carmichael (*Professor of Bacteriology*), and Aylmer A. Ryan (*Provost and Executive Assistant to the President*)

Staff: Katherine Govier (*Assistant Editor*), Jeanette Rothrock (*Senior Writer*), Forrest Bard (*Photographer*), Frank Hale (*Illustrator*), and Norma Gutteridge (*Copy Editor*)

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Summary of the financial picture

(All figures in thousands of dollars)

	Estimated 1970-71	Projected 1971-72
Government grant	\$50,282	\$55,550
Fees	8,910	9,500
Other	1,500	1,035
	<u>\$60,692</u>	<u>\$66,085</u>
Academic salaries	\$27,010	\$29,606
Non-academic salaries	16,560	17,441*
Graduate student support	5,535	5,535
Library acquisitions	1,775	1,775
Supplies and sundries, maintenance of plant, equipment rental, etc.	10,420	11,000
Public service	825	865
Evening Credit and Summer Session	715	630
	<u>\$62,840</u>	<u>\$66,852</u>
Operating deficit	\$ 2,148	\$ 767
Opening reserve	3,420	
Closing reserve	1,272	

*Assumes merit increments at current rates, deletion of approximately 60 unfilled academic positions and 123 unfilled non-academic positions, but no general adjustment in salaries and fringe benefits.

ESTIMATED ADDITIONAL COSTS NOT INCLUDED ABOVE

1. Revised AASUA proposal		
1.5 per cent pension	\$ 292,000	
Dentcare	<u>67,000</u>	\$359,000
\$350 per person adjustment		444,000
2. Non-academic settlement approved by the Board of Governors		342,000
Amount required if the non-academic staff were also to receive an additional adjustment of 2 per cent		<u>349,000</u>
		<u>\$1,494,000</u>

FUNDS AVAILABLE TO MEET ADDITIONAL COSTS

Projected operating reserve as of March 31, 1971	\$1,272,000	
1971-72 operating deficit <i>before</i> additional costs listed above	<u>767,000</u>	\$505,000
Projected salary savings 1971-72		<u>200,000</u>
		<u>\$705,000</u>

disagreement between the Staff Association and the Board.

3. In 1966-67, 1967-68 and 1968-69 agreement was reached between the Association and the Board. In 1969-70 discussions proved fruitless. The Association thereupon asked for the appointment of a mediator. The Board refused the request stating that such a step was beyond the procedures recommended in the GFC resolution. The Board ultimately set the scale unilaterally.

4. At the beginning of negotiations in 1970-71 there was an agreement between the Board and the Association that in the event

of an impasse, a request would be made to GFC for procedures to resolve the impasse.

5. In the fall of 1970 the AASUA commissioned Dr. J. D. Muir to undertake a comprehensive survey of the academic staff in The University of Alberta, and of members of the administration, the Board of Governors, the Universities Commission and the government, concerning salary procedures. The Commission was also asked to recommend desirable procedures in the light of the survey. The report recommended voluntary recognition by the Board of the AASUA as bargaining agent for the academic staff.

It further recommended that in the event of

disagreement between the Board and the Association, mediation and binding "final position" arbitration be used to resolve differences.

6. At the general meetings in September, 1966, and April, 1970, the membership of the AASUA expressed their agreement with having the Association represent them in salary discussions. At a general meeting in January, 1971, the membership of the Association endorsed the recommendations of the Muir report.

The resolution brought to GFC by the AASUA is the result of experience under the 1966 GFC resolution and of desire as expressed through the statements of its membership in duly convened assembly, and in a comprehensive survey. The Association is convinced that the procedures it recommends are the best procedures by which to discuss and resolve issues of economic welfare on this campus. The present procedures are unsatisfactory; they can be and have been exercised in futility. No alternative procedure has been given any degree of support by the academic staff in surveys conducted by the Association.

LETTER TO D. K. YORATH, MEMBER OF THE BOARD OF GOVERNORS, FROM R. D. BERCOV, ASSOCIATE PROFESSOR OF MATHEMATICS (ACADEMIC STAFF ASSOCIATION), FEBRUARY 22, 1971

As suggested by you at our last meeting, we are submitting for your consideration a written proposal of salaries and fringe benefits.

We propose that in addition to pension and denticare fringe benefit improvements there be a \$350 across the board salary adjustment. We understand that the cost of such a salary adjustment would be about \$400,000 in fiscal 1971-72.

We note that the Board has authorized:

(i) the filling of vacancies caused by resignations, retirements, etc., at a cost which we estimate to be in excess of \$500,000.

(ii) the appointment of 40 additional academic staff members at a cost of about \$350,000.

(iii) the appointment of 28 new academic staff members at a cost of about \$250,000 to replace members of our Association who now teach Evening Credit courses for an extra stipend.

(iv) the appointment outside the faculties of Medicine, Dentistry, and Law, of about 200 sessional lecturers and/or new continuing academic staff at a cost of over one and a half million dollars.

We are convinced that it is possible, either by reducing the above expenditures or in certain other ways, to implement our salary and fringe benefit proposal.

May we also express our surprise that the Board has authorized the above commitments in the academic staff budget of over two and a half million dollars *in advance* of salary discussions with the AASUA.

It seems evident to us that if our salary discussions in the future are to be meaningful, such commitments must not be authorized until our discussions have been completed.

**RESOLUTION OF THE BOARD OF GOVERNORS
ON NEGOTIATIONS CONCERNING SALARIES AND
FRINGE BENEFITS FOR ACADEMIC STAFF, 1971-72,
MARCH 5, 1971**

Whereas, At the meeting of the Board of Governors held on December 11, 1970, the Board approved the appointment of three lay members of the Finance Committee to conduct the 1971-72 salary negotiations with three members of the AASUA;

And *whereas*, The Negotiating Committee met on four occasions to review the proposals made by the AASUA and counter-proposals by the members of the Board;

And *whereas*, The final offer made by members of the Board was that, in addition to normal merit increments approved under present policy, the contributions to the Academic Pension Plan by the Board would be increased from 6 per cent to 7½ per cent and by the staff member would be decreased from 6 per cent to 4½ per cent, with provision for additional voluntary contributions by staff members, and that the Board would contribute one-half the cost of a Denticare program (at a cost to the Board not to exceed \$60 per staff member per annum);

And *whereas*, The final request from the AASUA was that, in addition to the two benefits offered by the Board, each staff member should receive an increase in salary of \$350 per annum;

And *whereas*, By Section 26(a) of The Universities Act, the Board shall not incur any liability or make any expenditure for any purpose unless the liability or expenditure can be provided for out of the annual income of the year or out of other monies available for the purpose;

And *whereas*, The Board should not reduce existing programs, e.g. library or graduate student support, below the 1970-71 levels without receiving a recommendation on the matter from General Faculties Council;

And *whereas*, To meet the increased workload resulting from increased enrolments in 1971-72 a limited number (40) of the positions budgeted but unfilled during 1970-71 should be made available to those faculties for which increased workload

could reasonably be projected in 1971-72;

And *whereas*, The statement entitled "University of Alberta Summary of Financial Picture" (dated February 24, 1971) makes it clear that, given the foregoing principles, the Board was unable to approve the request of the AASUA; now, therefore, be it

RESOLVED, That the Board, pursuant to Section 34(1)(o) of The Universities Act, shall request General Faculties Council to "make recommendations to the Board with respect to . . . procedures in respect of . . . salaries . . ." for 1971-72.

DISCUSSION AT THE MEETING

In the course of the meeting, the resolution of the Association of Academic Staff was amended as follows:

Part 1 of the motion to read ". . . with respect to salary *scales*, pension plans, fringe benefits, *expense* allowances, and matters related to the foregoing."

Part 3 of the motion to read ". . . the Board and the Association *appoint a mediator from a panel of persons mutually accepted by the two parties before the negotiations begin.*"

Part 4 of the motion to read ". . . in which the arbitration board selects the final position of one of the parties as the *more* satisfactory."

The motion was carried 36 votes in favor and 30 against. In response to a request, a hand vote was taken, the result of which was 34 in favor and 27 against. Some members had left the chamber.

SOIL SCIENCE FILM IN FESTIVAL

A film entitled *Soils of Alberta* was accepted to compete in the XVth International Festival of Scientific and Educational Films held recently at Padua University in Italy. It was one of 63 films admitted to the competition out of an original 158 films submitted. This is the first time in the 15 years of the Festival that a University of Alberta film has been accepted. Films are judged by the suitability for university teaching as determined by the content and execution.

Soils of Alberta was written, produced and directed for the Department of Soil Science by STEVE PAWLUK, Professor of Soil Science, and photographed and edited by DAVE SANDS of the Photo Services division of Technical Services. Financial support was given by Western Co-op Fertilizers of Calgary and their public relations representative was narrator. The film, one of two Canadian films accepted, shows the different soils of Alberta and the possibilities of their use from the pedological and agronomic points of view.

**HONORARY DOCTORS
OF DIVINITY**

The Senate of St. Stephen's College has announced that the Honorary Doctor of Divinity degree will be conferred on the Reverend VERNON WISHART, and FREDERICK HOLBERTON at Spring Convocation in April.

Mr. Wishart has been minister at Garneau United Church since 1963. He has won the confidence of his large congregation as well as large numbers of youths in the University area. Mr. Holberton led the Banff Men's Conference for many years and in 1969 was elected President of the Alberta Conference. He was the first layman to hold that office in the United Church.

NEW FACULTY CLUB EXECUTIVE

The newly-elected officers of the Faculty Club for 1971-72 are as follows:

Past President, G. E. BALL, Professor of Entomology

President, W. A. G. VOSS, Professor of Electrical Engineering

Vice-President (President elect), C. M.

LOCKWOOD, Assistant Director of Extension

Executive Secretary, R. E. H. MILVAIN,

Administrative Officer, Department of Geology

Treasurer, R. E. BANKS, Administrative Officer, University Library

Membership Chairman, R. H. GOODING,

Associate Professor of Entomology

Entertainment Chairman, J. K. BISHOP,

Associate Professor of Educational Psychology

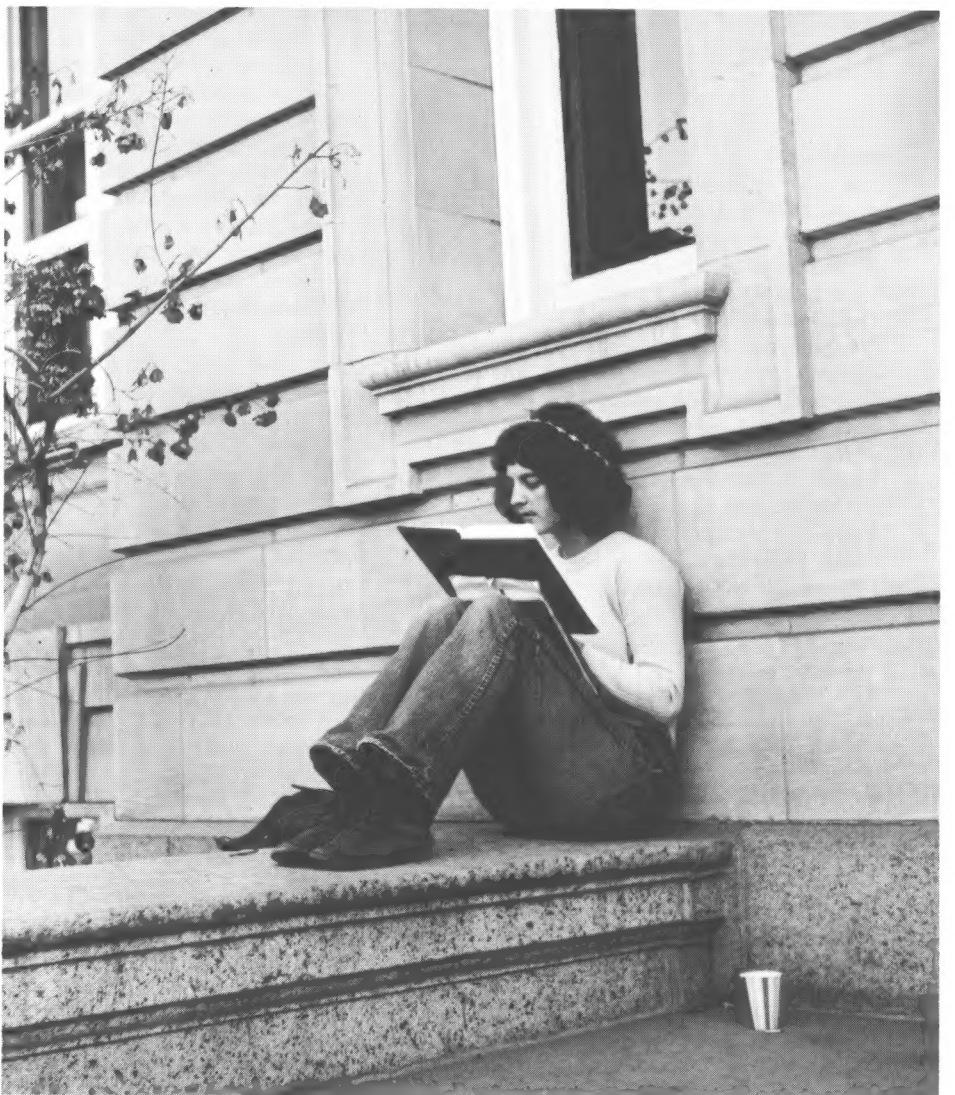
3AU FUND NOW \$14 MILLION

In spite of a decline in the Canadian economy, the Three Alberta Universities Capital Campaign received another \$2 million in 1970. The total now pledged is \$14 million which, when matched by the provincial government, means \$28 million to assist in the construction of high priority projects at the three campuses.

The University of Alberta's share of the fund, with matching grants, will help towards the capital cost of the following buildings: Basic Medical Sciences, now under construction; Fine Arts, Arts II, Education II, Chemistry II, Engineering II and the Humanities Library, all to be started during 1971; and Business Administration and Commerce, Agriculture, and Household Economics II, which are now in the planning stages.

The campaign objective is \$25 million by 1973.

It might be turning to spring, it might still be winter, but it is without a doubt the season of exams. . . . maybe outside on the steps, or maybe up in the hallway of the old Arts Building, maybe even the library. There must be some more interesting place to study. . . . and still that last paper to type. Well, it will all be over soon. . . . look, maybe I'll just take a break and have a cup of coffee.



STAFF INSURED ON BUSINESS TRIPS

The Board of Governors has announced that from March 12, 1971, the academic and non-academic staff members at the University are insured, subject to the conditions in the policy, in the amounts of \$50,000 and \$30,000 respectively, for accidental death and dismemberment in consequence of and during the course of any trip while on University business, but excluding everyday travel to and from work and periods of assisted or sabbatical leave, leave of absence, and vacations.

The coverage is all-inclusive on a twenty-four hour basis and it is paid for by the University. The decision to implement this insurance coverage is the result of a policy review of the question of air travel insurance. Booklets describing the features of the insurance coverage will be distributed shortly to staff members.

Any enquiries should be directed to D. F. LARRATT in the Office of the Comptroller, telephone 432-5209.

PEOPLE

■ L. D. STEWART, Co-ordinator in the Division of Field Experiences, Faculty of Education, attended the West-Cast Convention in Saskatoon, presented a paper, and was elected President of West-Cast for 1971-72. The 1972 conference will be held in Edmonton.

■ J. P. DAS, Professor, and A. C. BOWER, Research Associate, both of the Centre for the Study of Mental Retardation, recently participated in a symposium on Attention at the annual conference on Research in Mental Retardation at Gatlinburg, Tennessee. During the trip to the United States, they discussed their research with the psychologists at the Lafayette Clinic in Detroit.

■ GORDON HIRABAYASHI, Professor of Sociology, was recently elected to the Advisory Council of the Pacific Sociological Association for a term of three years. The PSA is an international organization covering the nine western states, Hawaii, Alaska, and the three western provinces. Included as associate members are sociologists from the Pacific rim of Asia and Australasia. This year's annual meetings will be held in Honolulu this month.

■ JOHN KING-FARLOW, Associate Professor of Philosophy, was recently elected to one of England's most distinguished clubs, the Athenaeum. Dr. King-Farlow has also been invited to participate in the 1971 Summer Institute in Philosophy of Language, sponsored by the Council for Philosophic Studies, which is to be held at Irvine, California.

VISITORS

■ JOHN SPRINGFIELD, a partner in the firm of C. D. Carruthers and Wallace, consulting structural engineers of Toronto, visited the Department of Civil Engineering and presented two seminars on the design and construction of the Canadian Imperial Bank building. This Toronto building, which has a 57-storey tower, will be the tallest building in Canada when completed.

■ E. L. TOLLEFSON, Professor of Chemical Engineering at The University of Calgary, presented a seminar to the Department of Chemical and Petroleum Engineering on air pollution in Edmonton and Calgary caused by motor vehicles.

■ D. ST. MARY of the University of Massachusetts at Amherst addressed a colloquium presented by the Department of Mathematics.

■ The Faculty of Pharmacy has been host to a number of speakers recently who accepted invitations to take part in an external seminar program. W. G. SMITH, Head of the Research Laboratories of the Food and Drug Directorate in Ottawa, was the visiting speaker in February. During March the visiting speakers were DON HARPER, representative for the Pharmaceutical Manufacturers' Association of Canada, J. L. SUMMERS of the College of Pharmacy at the University of Saskatchewan, and T. S. MIYA, Chairman of the Department of Pharmacology and Toxicology at Purdue University.

■ DONALD EARLE, Senior Lecturer in Ancient History at the University of Leeds, England, lectured to the Department of Classics on Roman republican politics.

■ Visiting speakers at Department of Mathematics colloquia recently were P. FILLMORE of the University of Indiana who is a visiting professor at the University of Toronto, and S. GOLDBERG of the University of Maryland.

■ The Departments of Comparative Literature and Germanic Languages were joint hosts to HENRY REMAK, Vice-Chancellor, Dean of Faculties, and Chairman of the West European Studies program at Indiana University at Bloomington. Professor and Mrs. Remak spent three days on the campus, and events included informal sessions with students as well as seminars and lectures.

NOTICES

ACADEMIC STAFF ASSOCIATION

There will be a special meeting of the Association at 8 p.m. on Monday, April 5, in Room 126, Physics Building.

PHYSICAL EDUCATION FACILITIES

From April 3, the Physical Education and Recreation Centre will be available on weekends only to those holding student identity cards and/or Physical Education Building privilege cards. Entrance to the Centre should be made by the main north door.

CUSO

A limited number of openings are available through Canadian Universities Service Overseas (CUSO) to graduating PhD candidates in the physical sciences, engineering, economics, and structural geology. Positions in universities, government research, and planning departments in countries in Asia, Africa, and Latin America are offered on CUSO's usual terms: two years at local counterpart salaries, with transportation and insurance provided, subject to the candidate's acceptance by both CUSO and the employer. Landed immigrants are eligible, as are married couples if both can be employed and if there is no more than one (preschool) child. For further information call DAVID GUE, Foreign Student Adviser, 432-4145.

IDAHO UNIVERSITY SEEKS VICE-PRESIDENT

The University of Idaho is seeking to fill a newly-created position of Vice-President for Administrative and Student Services. Further information may be obtained from MRS. I. MAJ, Secretary to MAX WYMAN, Room 300, University Hall.

ASSISTANT DEAN FOR RESIDENCE REQUIRED

The position of Assistant Dean for Residence in Henday Hall, now held by JOHANN LOUW, will fall vacant August 31. Applicants for the position should be junior staff members or students with relevant experience. Preference will be given to married applicants. Further information is available at the office of the Provost, A. A. RYAN, Room 302, University Hall.

EXTENSION COURSES

A one-day seminar on the statistical techniques of linear regression and model building will be held May 7. It will be of interest to persons in governmental, industrial, or scientific research who have responsibilities for supervising, solving, or consulting on data analysis problems. Techniques will be illustrated on a number of data sets from engineering and scientific areas, some time will be devoted to discussion, and computational considerations will be discussed in detail. Registrations are now being accepted at Corbett Hall, 82 Avenue and 112 Street, 439-2021, extension 68. The fee is \$30, including materials and lunch, plus a parking fee of \$1. Class hours are from 9 a.m. to 4:30 p.m.

PERSONAL NOTICES

Notices must reach the Editor by 9 a.m. the Friday prior to publication and should not exceed 35 words. They will appear for two consecutive weeks.

Accommodation available

- FOR RENT**—Four-bedroom furnished home with study and family room on Aspen Drive West backing on Whitemud ravine; all appliances, double garage. August 1, 1971, to August 1 or 31, 1972. 434-5179 (home) or 432-3357.
- FOR RENT DURING SUMMER SESSION**—Five-bedroom bungalow, Belgravia, ten minutes walk from campus; all conveniences, garage, garden. 433-4132 or 432-5402.
- FOR RENT**—Three-bedroom semi-bungalow, furnished, on acreage near Sherwood Park. Available early May to August 30, 1972. Rent negotiable. 699-7442 or 432-4438.
- FOR SALE**—Cosy two-bedroom home, close to McKernan School, bus, shopping, and University. Two extra rooms in basement. Garage, garden, and nice fenced yard at back. 699-9017 or 439-3865.
- FOR RENT**—Completely furnished one-bedroom studio apartment with TV, 15 minute walk from University. Lease from May 1 to September 1, 1971. 432-4142 or 433-5632.
- FOR RENT**—Four-bedroom split-entry, bilevel home in St. Albert. Year old, furnished, appliances, two baths, driving pad, panoramic view, close to school. June 1, 1971 to August 31, 1972. Lease required, rent negotiable. 559-3429 or 432-3395.
- IF YOU ARE A GIRL** interested in sharing a one-bedroom suite with another girl after April 1, five blocks from the University, phone 432-6202 days, 469-0606 evenings.
- FOR RENT**—Basement suite, completely or partially furnished as desired, utilities, use of washer and dryer, two bedrooms, or one bedroom, one dining room. Garage. 4758 (Kay) or 454-7773 evenings.
- FOR RENT**—Three-bedroom furnished house in Lendrum, close to schools, shopping centres, 10 mins. drive to University. Landscaped and fenced yard. June 1, 1971, to August 30, 1972. 434-8951.
- FOR RENT**—Four-bedroom home in Lendrum. Large yard. Close to schools and shopping. 15 mins. to University. All appliances, heated double garage. Unfurnished or partly furnished, lease required. 432-5126 days, or 434-1723 evenings.
- FOR RENT**—Three-bedroom furnished house in Belgravia, 10 min. walk to University. Fireplace, recreation room, extra bath in basement. \$225 per month. Available August 15, 1971, to July 1, 1972. 433-6008.
- FOR RENT**—Three-bedroom home with finished rumpus room. 12 mins. to University. Furnished, landscaped and fenced, with appliances and garage. One year lease—late August or September 1, 1971. 432-3373 days, or 489-7134.
- FOR RENT**—Lansdowne, four-bedroom furnished house with family room and double garage. Available July or August, 1971, for one year. \$315 per month. 432-5310, or 434-3749 evenings.
- FOR RENT**—Large one-bedroom apartment, one block from campus. Furnished if preferred. Swimming pool. May 1 to August 31, 1971. Rent negotiable. 433-5242—5 to 7 p.m. or after 11 p.m.
- FOR RENT**—Two-bedroom row house, two levels plus basement (partially finished), semi-furnished. Six blocks from campus. Available May 1 to September 1. \$135 per month. Call Dave Manning—432-4241, or leave message.
- FOR RENT**—Large self-contained two-bedroom basement suite, 1,100 sq. ft., Allendale area, \$130 per month including utilities. Available from April 1, 1971. 433-0844 after 2 p.m.

- FOR SALE**—1969 Parkwood mobile home on city lot, good bus service. Includes custom porch, new Inglis washer, deep freeze, fuel tanks. 434-0690 after 6 p.m.
- FOR SALE**—Three-bedroom bungalow, Aspen Gardens, 1,040 sq. ft., fireplace, two full bathrooms, partial basement development, stove and fridge, 6¼ per cent mortgage, \$27,200 with \$14,000 down. IPT \$117. Large lot, terraced rockery, patio. 434-4097.
- FOR RENT**—Fully furnished three-bedroom Riverbend home, extra special. June, July, and August. Den, library fireplace, double garage, woods, beautiful walk to campus, pool table, color TV, dishes, linen, washer, dryer, etc. \$325 per month. 434-8021.
- FOR RENT**—Unfurnished one-bedroom suite, top floor, 15 min. walk from campus. \$160 per month plus \$10 for plug-in parking. Spacious, balcony, view of river, campus, sunsets. Laundry, storage, pool, sauna. Available April 15. George 432-5516.
- FOR RENT**—Large one-bedroom basement suite. Furnished, panelled. Utilities, washer/dryer, use of freezer. Parking available. Walking distance to University. Available April 1. \$120 per month. 432-3414, 432-7082 (also evenings).
- FOR RENT**—Fully furnished three-bedroom house in north Windsor Park; study, family room, game room, fireplace, garage, large fenced yard. From July 1, 1971, through July 31, 1972. \$350 per month. 439-3509.

Accommodation wanted

- WANTED TO RENT**—Two- or three-bedroom unfurnished suite or house near University. From July 1, 1971. 432-5843 days, 433-9641 evenings.
- WANTED TO RENT**—Three- or four-bedroom house on southside, for one or two years. Responsible family, references. Wanted April or May, 1971. 439-7447.
- WANTED TO RENT**—Visiting professor wants to rent a four-bedroom furnished house in September, 1971, to July 1, 1972. 432-5683 or 435-1339.
- WANTED TO RENT**—Young married couple desire accommodation from May 1 to August 1, 1971. Preferably furnished and reasonably priced. 477-2916 evenings.
- WANTED TO RENT**—House in Garneau area from May 1, 1971, for at least one year. 432-5696 days, 434-9014 after 5 p.m.
- WANTED TO RENT**—Graduate students wish to rent a furnished house. May 1 to September 1, 1971. 432-4080 days.
- WANTED**—Two male graduate students to share furnished three-bedroom apartment. Summer and/or next session. New building five minutes by car from campus. \$75 per month. 454-4931 before 9 a.m. or after 11 p.m.
- WANTED**—Gentleman would like mature gentleman to share three-bedroom suite. 432-7063.
- WANTED TO RENT**—Married graduate student (no children) requires suite or apartment close to University, reasonable, private. From July, August, or September, 1971, to April 30, 1972. 433-7146 evenings.

Automobiles and accessories

- FOR SALE**—1969 Buick Skylark, two-door hard-top, metallic brown, white vinyl roof. Like new, only 17,000 miles. Radio, power steering, brakes. Cost \$4,750 new. Leaving country, will sell for \$2,700 or best offer. 434-2044.
- MUST SELL**—1969 VW 1600 fastback, cream, excellent condition. Automatic, electronic fuel injection, rear window defroster, dual brake system—disc brakes. Loaded with many attractive accessories. \$1,950 or nearest offer. 433-5350.

- FOR SALE**—1967 Ford ranchwagon. Excellent condition. Graduate student must sell. 599-7470.
- FOR SALE**—1967 Rambler Rebel 770 stationwagon. Top line, all powered, V8 automatic. Pulmanized seats. 8 track stereo, luggage rack. 42,000 miles. Good shape. \$1,200. 434-4097.
- FOR SALE**—1963 Ford wagon, reliable family retainer. 390V8, power brakes, steering, tailgate, excellent shape. 110K mi., gas mileage unexciting, some body rust. Excellent camper. \$400. W. Thorson, 432-3687, 434-0619.
- FOR SALE**—1970 Vauxhall Viva deluxe model, overhead cam engine, 3,200 miles, still under warranty. Must sell—foreign student leaving country. 433-2095.

Goods and services

- MUST SELL**—LEAVING COUNTRY. Furniture like new. Bookcase bed \$60, dresser with mirror \$40, Sofa-bed and matching chair \$70, 5-piece dinette \$35, desk and chair \$25. 433-2095.
- FOR SALE**—Rugs. Avacado 12 ft. x 24 ft., beige 11 ft. x 12 ft., green 9 ft. x 12 ft., blue 11 ft. x 14 ft. 6 in., beige 12 ft. x 14 ft., green runner 32 in. x 18 ft. 439-0252 after 5 p.m.
- FOR SALE**—Dinette set, 30 in. electric range, 12 in. RCA TV (115 lb. weight set), 20 in. lawn mower, 12 ft. fibreglass canoe. 439-0252 after 5 p.m.
- WANTED**—Reliable person living in the vicinity of University Avenue and 119 Street to look after a two-year-old boy in her home two or three days per week, between 9 a.m. and 4 p.m. 432-7738.
- FOR SALE**—GE travel iron, steam or dry, included are two adaptor plugs. New condition. 469-7523 after 6 p.m.
- FOR SALE**—Crib and mattress \$13, child's swing-set \$12, highchair \$7, six-foot toboggan with seat pad \$5, two single mattresses (\$30 each) plus free wooden bases if needed. 433-7773.
- FOR SALE**—Standard lamp \$10, wringer washing machine \$39, refrigerator (Frigidaire) with separate freezer compartment \$195. 433-7773.
- FOR SALE**—Wringer washer, very good condition. Call Mrs. White 465-4867 (after 5:30 p.m.).
- FOR SALE**—One Yamaha solid body electric guitar. Dual pickups, excellent condition—\$100. One full-size accordion. 484-7645 after 4 p.m.
- WANTED**—Used 10 or 15 speed bicycle. 3491.
- FOR SALE**—One old 12 in. carriage Remington typewriter, good working condition, \$25. One 14 in. carriage Remington electric typewriter, just been overhauled, \$100. 455-7077 evenings.
- FOR SALE**—Camping equipment: 6 ft. x 7 ft. tent, one camp cot, one double sleeping bag and one single sleeping bag, pans. 435-1486.
- FOR SALE**—Willis piano and bench, 1907, \$300. 699-2476 or 432-4335.
- WANTED TO BUY**—Three steamer trunks. 469-0060.
- FOR SALE**—Westinghouse wringer washer and laundry tubs; good condition. 435-2022.
- FOR SALE**—Michelangelo Bible, profusely illustrated, new \$20; Encyclopaedia Britannica Yearbooks (1954-1968) 14 volumes, excellent condition, \$30. 432-7027.
- FOR SALE**—Apartment furniture and household goods. 432-5658, 433-9984.
- FOR SALE**—Sony stereo phonograph, HP-150A, new cartridge, excellent conditions, \$240. 432-5658, 433-9984.
- FOR SALE**—GE hi-fi, excellent condition, walnut cabinet, \$45. 439-4890.
- DRESSMAKING AND ALTERATIONS**—Experienced seamstress. Phone 433-2351 between 4:30 and 9 p.m. Monday to Friday, or at any time on weekends.
- FOR SALE**—16 ft. Scamper in excellent condition. Three way lights. Three-burner stove and oven, furnace and ice box. Also sturdy corner jacks. 434-2975 after 5 p.m.

FOR SALE—Danish design loveseat in red ox leather and dark teak. Down filled leather cushions. The best in Danish furniture design and craftsmanship. \$475. 469-0993.

FOR SALE—Oval wooden dining table with chairs, coffee table, chairs, bookshelf, TV, stereo, lamps, dinner and coffee set, baby crib, stroller, highchair and other items. Going to Europe. 469-0993.

FOR SALE—One Crosley Therm-o-matic gas range, \$125; electric clothes drier, \$60; baby crib, \$5; 2—15 gal. aquaria, complete with filters, light-hood, \$20 each; 80-gal. aquarium, complete with sand.

699-5419 evenings.

FOR SALE—Five pairs drapes (less than one year old). Two white lined fibreglas (sizes 1Wx63 and 2Wx63), gold fibreglas 1Wx63, green fibreglas 1Wx63, lined floral 1½Wx54. Sell as lot—\$40. 434-4542.

FOR SALE—Heath compact stereo unit AD-27, containing McDonald automatic turntable 500A and FM stereo receiver. Two 25-watt speakers. Walnut. \$200. 432-4526 or 434-9890.

FOR SALE—Very well-secured agreement-for-sale. Pays 9 per cent interest. Balance approximately \$17,900. 432-4343.

WANTED—Ride to and from University by prompt staff member, from vicinity of 116 Street and 107 Avenue. Call Heather 432-3213.

FOR SALE—Two racketball rackets in excellent condition, also one Framus guitar also in excellent condition. 439-1615.

WANTED—Board for two horses. South Side preferably. 432-0282 after 5 p.m.

FOR SALE—Accura 500mm F/4-1000mm F/8 mirror lens for 35mm SLR, case, new, \$200; Praktisix 6x* F/2.8, case, \$80; Practina 35mm SLR F/2.8 \$65; W. German binoculars Hensoldt 8x30 \$45, 10x50, \$45. 466-5675.

THIS WEEK AND NEXT

2 APRIL, FRIDAY

String workshop

1 p.m. Directed by members of the Hungarian Quartet. Convocation Hall. Admission free; open to all who would like to attend.

Lecture: An anti-Milton reprise

4 p.m. CHRISTOPHER DRUMMOND, lecture 3, "Satan, or God Damns his Angels." Room 121, V-Wing, Physics Building.

French play

8 p.m. *Ma Petit Ville* by THORNTON WILDER, staged by le Théâtre français d'Edmonton. Auditorium of the Collège Universitaire Saint-Jean.

3 APRIL, SATURDAY

Edmonton

Symphony

8:30 p.m. and 3 p.m. April 4. HUGUETTE TOURANGEAU and HELMUT BRAUS. Program: Choral Fantasy by Beethoven; Symphony II in D (The Resurrection) with Massed Choir, by Mahler. Jubilee Auditorium.

4 APRIL, SUNDAY

Campus Cruising and Sailing Association

2 p.m. Display of boats, slides, films, plans, opens.
7:30 p.m. Two films narrated by JOHN BIDDLE, *America's Cup 1970* and *Finn Gold Cup 1969*. Students' Union Theatre, tickets at Mike's and SUB, \$2 in advance, \$2.50 at the door.

The Hungarian Quartet

8:30 p.m. Program: Haydn Quartet in F major, Op. 77, No. 2; Bartok's Quartet No. 5; the Schubert Quartet in G major, Op. 161. Convocation Hall. Admission free.

5 APRIL, MONDAY

Seminar-in-the-round

2 p.m. BERNARD KAPLAN of Clark University: "Developmental theory." Sponsored by the Centre for the Study of Theoretical Psychology. Room 14-6, Henry Marshall Tory Building.

Lecture: An anti-Milton reprise

4 p.m. CHRISTOPHER DRUMMOND, lecture 4. "Adam and Eve, or God Hates Love." Room 120, V-Wing, Physics Building.

Biochemistry seminar

4 p.m. EMIL L. SMITH, Department of Biological Chemistry, Centre for Health Sciences, Los Angeles: "Glutamate dehydrogenase: sequence, reactive site and allosteric properties." Room 5074, Medical Sciences Building.

6 APRIL, TUESDAY

SUB Crafts Centre

10 a.m. to 12 noon, and 2 p.m. to 4 p.m., and same times on April 7. Registration for Intersession '71 classes in ceramics, weaving, batik, fabric painting, and painting. Classes April 19 to May 6. 3rd floor SUB, telephone 432-4547, 432-4271.

Boreal circle

8 p.m. C. G. HAMPSON, Professor of Secondary Education: "Ptarmigan Summer: a study of the reproduction behavior of Willow Ptarmigan on the Anderson Delta." Refreshments will be served, everyone welcome. Room 129, Education Building.

Concert

8:30 p.m. The Symphonic Wind Ensemble, conducted by JOHN ILTIS. Last in 1970-71 series. Convocation Hall, admission free.

16 APRIL, FRIDAY

Edmonton Opera Association

8:30 p.m. and on 17 April. *Les Contes D'Hoffman* by Offenbach. (In French.) HUGUETTE TOURANGEAU of the Hamburg Staatsoper and JOHN ALEXANDER of the Metropolitan Opera. Jubilee Auditorium.

EXHIBITIONS AND PLAYS

Tropical displayhouse

The red powder puff, the shrimp plant, and the Egyptian star cluster all have a profusion of blooms. There are also flowers on the bird of paradise and flamingo flower plants. Bananas are ripening and there are cotton puffs on the cotton plant. The sugar cane has been harvested.

Faculty lounge Education Building

Exhibition of 11 paintings by HENDRIK BRES, ASA.

Studio theatre

Until 3 April, 8:30 each evening, excluding Sunday, with a matinee at 2:30 p.m.
3 April. *A Funny Thing Happened on the Way to the Forum*, a musical comedy, directed by MARK SCHOENBERG, Assistant Professor of Drama. Corbett Hall.

Listings must reach the Editor by 9 a.m. the Friday prior to publication. Written notification is preferred. Compiled by NORMA GUTTERIDGE, 432-4991.